







Whistleblowing and Speak-Up Policy

Encouraging early reporting of serious concerns, wrongdoing and risks.

 <p>Speak up early</p> <p>Workers are encouraged to raise serious concerns as soon as possible.</p>	 <p>No retaliation</p> <p>Good-faith concerns must not result in punishment or unfair treatment.</p>
 <p>Review fairly</p> <p>Concerns are assessed sensitively, confidentially and proportionately.</p>	 <p>Act on risk</p> <p>Where concerns are justified, corrective action will be taken.</p>

Speak-up response route

A simple control route that is proportionate for Veraxus Ltd and useful for tender evidence.



Company	Veraxus Ltd
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Approval date	11 May 2026
Approved by	Alex Stefan, Director
Next review	11 May 2027, or earlier if required

This policy is designed for a small but professional contractor. It gives workers, subcontractors and others a clear way to raise serious concerns about wrongdoing, safety, fraud, bribery, modern slavery, safeguarding, data protection or environmental issues.

1. Purpose and legal alignment

Veraxus Ltd wants serious concerns to be raised early so risks can be addressed before they cause harm. Whistleblowing is the reporting of suspected wrongdoing that is in the public interest, such as criminal conduct, health and safety risk, environmental damage, legal breach, fraud, bribery, modern slavery, safeguarding concerns or deliberate concealment.

This policy is aligned with UK whistleblowing principles, GOV.UK employer guidance and ACAS guidance. It is intended to encourage good-faith reporting and fair management response.

2. Scope

This policy applies to directors, employees, workers, subcontractors, labour-only operatives, consultants and others working for or on behalf of Veraxus Ltd where they become aware of serious concerns connected to company activity.

This policy is not intended to replace ordinary employment grievances or commercial disputes unless those issues involve wider wrongdoing, legal breach, danger or public-interest concerns.

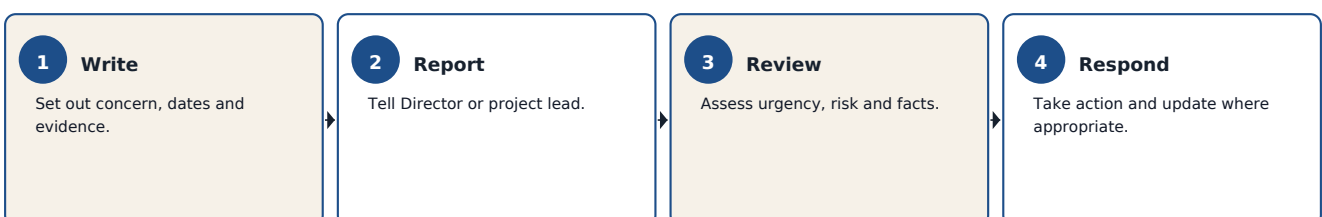
3. What can be raised

Concern area	Examples	Why it matters
Health and safety	Unsafe work, ignored risk assessments, serious near misses, dangerous site conditions.	Construction risks must be controlled quickly to protect workers and the public.
Fraud, bribery or corruption	False invoices, kickbacks, improper payments, bid manipulation, theft.	Protects clients, suppliers, public money and Veraxus reputation.
Modern slavery or exploitation	Coercion, withheld wages, document control, unsafe accommodation, forced work.	Protects people from abuse and exploitation.
Data protection or cyber risk	Lost personal data, unauthorised access, phishing compromise, unmanaged breach.	Supports legal duties and client trust.
Safeguarding	Concerns involving children, young people, adults at risk or vulnerable occupants.	Supports safe work in live, public, residential, school, healthcare or care settings.
Environmental or legal breach	Illegal waste handling, pollution, deliberate non-compliance or concealment.	Supports lawful, responsible contractor conduct.

4. Core commitments

- Encourage concerns to be raised promptly and in good faith.
- Treat reports seriously, sensitively and proportionately.
- Protect confidentiality where possible, while recognising that investigation or legal duties may require limited disclosure.
- Do not victimise, penalise or retaliate against anyone raising a genuine concern.
- Take corrective action where concerns are substantiated or where controls need improvement.

5. Reporting route



6. How to raise a concern

- Raise the matter with the Director or project lead as soon as possible.
- Put the concern in writing where practical, including dates, people involved, background and any evidence.
- Say whether the concern has already been raised elsewhere and what response was given.
- If there is immediate danger, use emergency routes first and then report internally as soon as safe.
- Where appropriate, workers may seek advice from a legal adviser or contact a prescribed person/body relevant to the issue.

7. Management response

Veraxus Ltd will review concerns promptly and proportionately. Depending on the issue, this may involve asking for further information, preserving evidence, speaking to relevant people, pausing work, changing controls, removing a supplier, notifying a client/principal contractor, or seeking external advice.

Anonymous concerns may be considered, but they can be more difficult to investigate. Workers are encouraged to provide contact details where they feel able to do so.

8. Tender wording

Veraxus Ltd has a Whistleblowing and Speak-Up Policy in place. The company encourages workers and subcontractors to raise serious concerns about wrongdoing, health and safety, bribery, fraud, modern slavery, safeguarding, data protection, environmental harm or legal non-compliance. Good-faith concerns are handled sensitively and proportionately, with no retaliation against those raising genuine concerns.

9. Monitoring and review

This policy will be reviewed annually or earlier if legal guidance, workforce arrangements, client requirements or reported concerns indicate that updates are required.

10. Reference alignment

Reference	Reason for relevance
GOV.UK whistleblowing guidance for employers and workers	Confirms the protected disclosure framework and employer responsibilities.
ACAS whistleblowing guidance	Supports having a policy, clear reporting routes and appropriate employer response.
Employment Rights Act 1996 protected disclosure principles	Relevant to qualifying disclosures and protection from detriment/unfair dismissal where legal conditions are met.

Declaration and electronic approval

Electronic approval and signature

This document has been electronically approved and signed by the Director of Veraxus Ltd. The typed signature below is intended to authenticate and approve this document on behalf of the company.

Company	Veraxus Ltd
Document status	Approved
Name	Alex Stefan
Position	Director
Signature	Alex Stefan
Date	11 May 2026
Next review	11 May 2027, or earlier if required

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